

Staff Engagement with Readers' Advisory

April 14, 2021



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Research Question

How do professional librarians at Stark County District Library engage with readers' advisory services?



Literature Review



Foundations of Readers' Advisory

Saricks (2005)
Pearl (2012)
Spratford and Friedli (2012)
Boraksy (2021)
Smith (2015)



Organizational Culture

Hofstede (1972)



Motivations

Deci (1975)
Lin (2007)
Moyer, 2006)
Brannon (2016)
Mackay (2015)



Critical Ethnography

Allows for deeper understandings of relationship between stakeholders
(Hesse-Biber, 2017)

Identifies shared attitudes (Merriam & Grenier, 2019)

Combination of description, critique, and action (Creswell & Guetterman, 2019)



Participants and Setting

Canton, Ohio

11 Locations

Almost 300 Employees

Interviewed 2 Professional Librarians



Data Collection and Analysis

30 minute Zoom Interviews

Invitation to Participate - IRB
Approved

Member-Checking

Triangulation

Pseudonymns

Constructivist Grounded Theory

Coding Approach

Reflexive Memos

"Critical Friend" Peer Review
(Grenier, 2019)



Findings

Resources

Professional Journals
Professional Resources
Peer / Friend
Collaboration

Lorelai:
"tries to keep a good balance
between finding books out through
word of mouth...personal and
professional connections... through
my patrons...and using review
journals."

Emotion

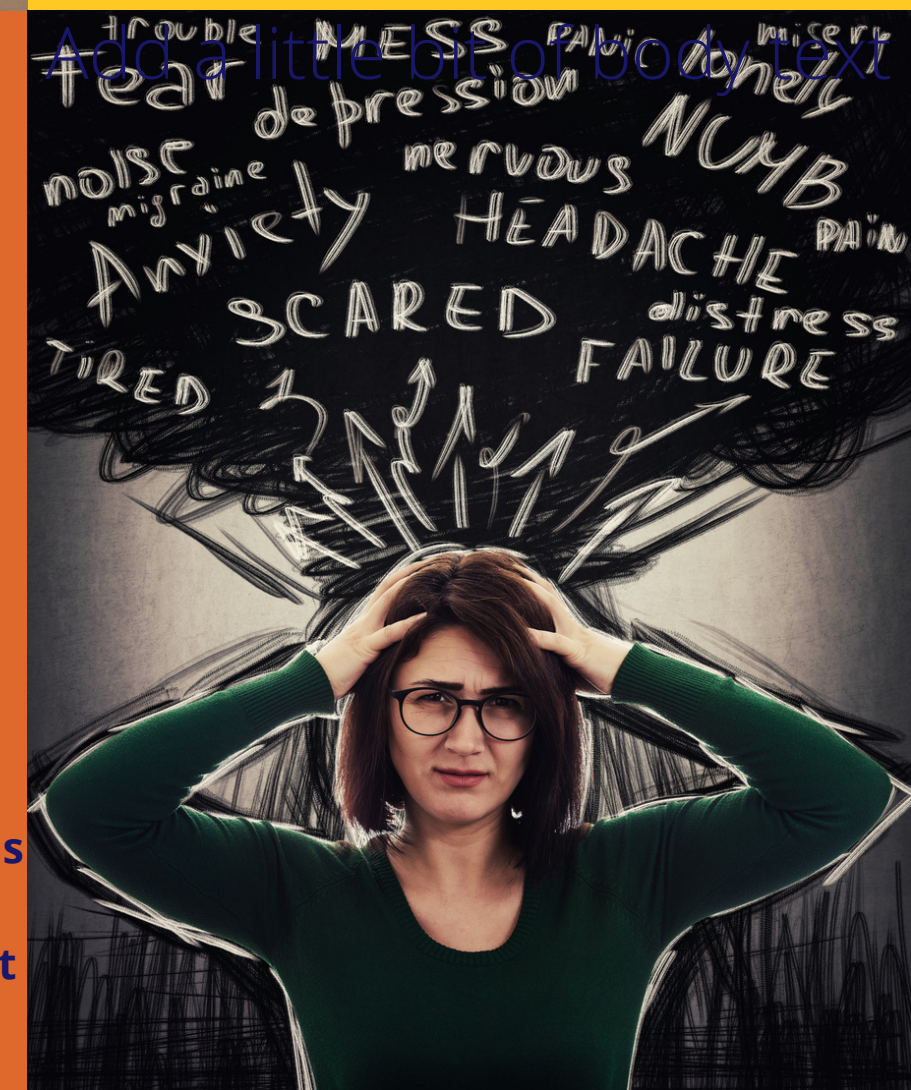
Anxiety
Fear of Rejection
Conversational RA

Sarah:
"worry"
"a little bit of anxiety"
fear of "disappointment"
"hemming and hawing"

The Role of the Branch and Organization

Barriers
Supports

Lorelai:
"lack of talk.. between librarians"
lack of "access to a lot of readers'
advisory tools throughout the system"
A lack of intentional RA engagement has
"gotten [the profession] into a place
where readers' advisory schools are not
strong"





Conclusions

Prioritize Readers' Advisory
Trainings / Professional Development
Collaborative Networks
Materials on the Shelf
Conversational Approach to Readers'
Advisory

For Further Study

Expand the Sample Population
Identify Specific Resources
Desired Management Support
Development of a Training Framework



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